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A Comparative Study on the
Development of Divers in South
Korea and Ukraine

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Abstract

A Comparative Study on the Development of Divers in South Korea and Ukraine

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The situation around the development of diving and divers in South Korea and Ukraine was considered due to South Korea's modest results in the international competitions and weak diving development. Respondents were divided by country, and into six categories: top management, head coaches, regular coaches, current national team athletes, retired national team athletes, and Masters Divers. Data was obtained through semi-structured interviews, using an open-ended method in questionnaires. The reason for the survey

of six categories of people related to diving was the desire to find out as much as possible about the nuances and problems in the development of the sport in South Korea. The conceptual framework used to create a questionnaire on key topics has been adapted for diving.

The results showed that the main problem in the diving development in South Korea is the lack of a long-term plan for diving development, as well as the lack of adequate support and funding from the state. Also, due attention and support is not afforded to the young divers in regional schools and very little support is provided to talented athletes. It is worth noting that the misconception of South Koreans about diving also hinders the development of the sport, but in turn, this is a connecting part of the problem with the unwillingness of the state to pay attention to popularizing diving as a sport and developing divers in South Korea.

Keywords: Diving, Divers development, South Korean diving, Ukrainian diving

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Chapter 1. Introduction

1.1. Background

Diving is one of the fastest growing Olympic sports in the last 20 years, expanding its presence geographically every year and promoting a healthy lifestyle and love of sports among residents of different countries. It is also worth noting that diving is improving with almost every Olympic cycle - new competition elements are being added, allowing more countries to participate in the Olympic Games in various disciplines. Naturally, in connection with such an increase in the popularity of the sport, the prize fund for athletes competing in the global sports arena is also steadily growing (Ahmed Rizvi, 2013).

Diving in South Korea exists and improved lately step by step, but unfortunately slower than other Asian countries. South Korea did not send a team to FINA Diving World Cup in 2018 (FINA Diving World Cup 2018 | fina.org - Official FINA website). Despite that, South Korea will host the FINA Diving World Championships in 2019 in Gwangju (18th FINA World Championships 2019 (S. Korea, Gwangju) | fina.org - Official FINA website). Also, South Korea

participated in the finals in the men's platform event at Rio Olympics 2016 (Olympic Games Rio 2016, Men 10m platform, final results | fina.org - Official FINA website) and Budapest World Championships 2017 ("17th FINA World Championships 2017 (Budapest, Hungary), Men 10m platform, final results | fina.org - Official FINA website). Moreover, the South Korean team also performed well at the Asian Games (Diving at the Asian Games - Wikipedia).

There are many current and retired/veteran diving athletes both in South Korea and Ukraine. It was possible to undertake comparative research in this regard. Obviously, this research will be very useful for the development of diving in South Korea.

In the South Korean case, it is interesting to look at development of diving. Korea hosted the Universiade in 2015 (2015 Summer Universiade (S. Korea, Gwangju)), and will host the World Championships in 2019 as well ("18th FINA World Championships 2019 (S. Korea, Gwangju) | fina.org - Official FINA website,"). Also, South Korea hosted the Asian Games in Incheon in 2014 (2014 Asian Games to promote regional harmony, 2010). South Korea have a

great Olympic training centre, based in Jincheon city (Jincheon National Training Center / Korean Sport & Olympic Committee). Previously, I managed a training camp for the Ukrainian national diving team in Jincheon (late May 2018) prior to their participation in the FINA Diving World Cup 2018 (FINA Diving World Cup 2018 | fina.org - Official FINA website).

Developing countries such as Ukraine have successfully nurtured the development of diving, which has spanned for the past 27 years. In Olympic history, Ukrainian divers accumulated 6 medals during the Soviet period and 2 bronze medals in the years since Ukrainian independence (USSR Diving Champions / Чемпионы СССР по прыжкам в воду — Википедия). In recent years, the Ukrainian government (represented by the Ministry of Youth and Sports of Ukraine) in cooperation with private business, has played an active role in the development of sport and encouraging athletes to achieve the highest level in order to reach top accolades (Ukrainian Diving Federation official web-site / Федерація України зі стрибків у воду). In fact, the development of any sports system is a complex and dynamic process. This study takes a system dynamics approach

to model the development of diving in South Korea. In particular, this study probes into the interactions of a qualitative study, based on interviewing leaders in diving, to better understand the nature of the development of diving and attempts to account for the dynamics of resulting system behaviour. The working premise is that the result we propose can improve the development of diving, and therefore we can expect that it will be applied to future research that deals with sport.

1.2. Research Purpose and Questions

The primary research purpose is to explore the problems in South Korean diving among diving athletes (divers) in terms of sport development. To achieve that, the researcher must investigate the current situation and provide sport development comparisons and further implications, based on Ukrainian diving. In this study, the researcher aims to identify problems and then suggest some solutions for them.

RQ1. What is the current state of diving in Korea and Ukraine?

RQ2. What are the key issues the divers have faced in terms of the development of diving in South Korea?

RQ3. What are the implications from Ukrainian Diving?

1.3. Significance of the Research

Why did the researcher choose a diving issue and why it is so important? Diving is an internationally recognized sport that is part of the Olympic Games. Diving is currently one of the most popular and spectacular Olympic sports (Glenday & Guinness World Records Limited, 2013).

Most of the countries in Asia are leading the world in diving, but unfortunately not South Korea. Given that South Korea is one of the world leaders concerning developing economic indicators, as well as in terms of developing sports, it is inexplicable that diving is not a priority sport in South Korea. The researcher intends to compare the development of this sport in two countries - his native Ukraine, where he works as a Sports Manager in the Ukrainian Diving Federation, with South Korea - where he is studying Global Sport Management, and this question is fascinating and exciting. Also, the researcher decided to focus on athletes' development since this issue is a fundamental component of any sport.

Because this is a new topic, there is no research available regarding this topic in the sport management field, there is a lack of information (research papers, thesis, articles etc.) on this theme, and this research aims to fill this gap. As I am a person, who is working in the Ukrainian Diving Federation, who feels a big passion for diving and for sports generally, I would like to become the first sport manager, who will raise this as a worldwide issue. I hope and believe, that this research will help the world aquatics governing body (FINA) and many countries in the world, who are looking to develop diving in their nation.

Chapter 2. Literature Review

2.1. A. Abbott's Talent Identification and Sport Development Model

Talent identification is essential among our research in the development of divers. One of the best articles, which describes Talent identification is an excellent work by (Abbott, Button, Zealand, & Collins, 2005) with the title: "Talent Identification and Development in Sport".

The early identification of talented individuals has become increasingly important across many performance domains. Current talent identification schemes in a sport typically select by discrete, unidimensional measures at unstable periods in the athlete's development. In this article, the concept of talent is revised as a complex, dynamical system in which future behaviours emerge from an interaction of key performance determinants such as psychological behaviours, motor abilities, and physical characteristics. Key nonlinear dynamics concepts are related to TI approaches such as sensitivity to initial conditions, transitions, and exponential behavioural distributions. It is concluded that many TI

models place an overemphasis on early identification rather than the development of potentially talented performers. A generic model of talent identification and development is proposed that address these issues and provides direction for future research (Abbott et al., 2005).

This helpful study explains why talent identification and development in the sport are so important, especially across many performance domains. This model considers the concept of talent as a complex dynamic system in which future behaviour arise from the interaction of crucial performance determinants, such as psychological behaviour, motor abilities, and physical characteristics. Key concepts of nonlinear dynamics associated with approaches to identifying talents, such as sensitivity to initial conditions, transitions, and exponential behavioural distributions. This study proposes a generalized model for the identification and development of talents that affect these problems, but it does not provide an examination of the problem of the athletes' development in the complex, starting with the selection of a talented child in a sports group, ending with the issue of employment at the end of a athletes' career. This system is

good, but because of its non-complexity, it is not very suitable for our research.

Another critically important model of Sport Development was highlighted in the article by (Bramham, Hylton, Hylton, & Jackson, 2007) “Sport Development: Policy Process and Practice”.

This study is crucial for us in two chapters: developing sports practice and community sports development. The first chapter sets out to provide a brief resume of developments in sports provision from a historical perspective, linking key moments to changes in different sectors. Debates around policy issues are related to the contemporary political, social and economic contexts. Many essential themes emerge, in particular, the changing role of local government as both direct provider of services and facilitator for partnerships, working with and through the voluntary and commercial sectors. The second chapter examines some of the structural changes in community sports development as policies, and sports organisations have adapted over time. It also considers how the inevitability of change over the years has not reduced the necessity for an alternative to mainstream provision (Bramham et al., 2007) significantly.

This method is undoubtedly good, but unfortunately it is peculiar in its direction, affecting mainly only the political, social and economic context, in particular, the role of local government as well as the adaptation of sports communities in general - the development of sports practice, the development of sports competitions, partnership in sports, etc. Even though the authors of this study explained all the cases that were brought and without any specific details, especially directly applicable to our research (development of diving), our research requires a more integrated approach, covering more areas related to development sports and athletes' development in particular.

2.2. British Colombian Sport System Building and Long-term Athlete Development Model

Istvan Balyi, author of “Sport System Building and long-term athlete development in British Columbia” (Balyi & Simon -Nobel Laureate, 2001) highlighted that the important objective of this paper: is to shed some light on some of the key issues facing the British Columbian and Canadian sport systems. To achieve this objective, this article will briefly describe British Columbia’s athlete

development model, which has been accepted worldwide and endorsed by the Coaching Association of Canada; identify some of the major gaps in the current British Columbian and Canadian sport systems; explain SportMap, a tool developed by British Columbia's System Integration Group. Background Scientific research has concluded that it takes eight to twelve years of training for a talented athlete to reach elite levels (Bloom, 1985; Ericsson et al., 1993; Ericsson and Charness, 1994). This is called the ten years or 10,000-hour rule. For athletes, coaches and parents this translates as slightly more than three hours of practice daily for ten years (Salmela, 1998). Unfortunately, parents and coaches in many sports still approach training with an attitude best characterised as the "peaking by Friday" approach (Balyi and Hamilton, 1999). We now know that a long-term commitment to training is required to produce elite athletes in all sports. A specific and well-planned training, competition and recovery regime will ensure optimum development throughout an athlete's career. Ultimately success comes from training and performing well over the long-term rather than winning in the short term. There is no shortcut to success in athletic preparation. Rushing

competition will always result in shortcomings in physical, technical, tactical and mental abilities.

The Long-term athlete development model, consisting of the Fundamental, Training to Train, Training to Compete, and Training to Win stages, has become the foundation for British Columbia's sport system.

This research paper provides a method that is designed to shed some light on some of the critical issues facing the British Columbian and Canadian sports systems. To achieve this goal, this article briefly described the development model of athletes in British Columbia, which was adopted worldwide and approved by the Coaching Association of Canada. In this study, researchers argue that to achieve the development of talents of an elite athlete level requires a certain period (from eight to twelve years), as well as a priority in working on a long-term perspective, rather than in a victory over a short-term one. It is worth noting that in this study, a model for the development of the sports system of British Columbia has become a model of development of long-term athletes, consisting of many

stages (stage Fundamental, Training to Train, Training to Compete and Training to Win).

This article shows an excellent example of the development of the British Colombian and Canadian sports systems, especially the model of development of athletes, which would be very useful for this study in light of the comparison of the two countries on the same topic. Even this model shows how to identify some of the main gaps in the modern sports system for the athletes' development, the results of this study are critically narrow and specific, which in another turn, does not allow to cover all possible aspects of the divers development, because most of the diving victories at international competitions occur at an early age, especially in Asian countries.

2.3. Canadian Government Long-term Athlete Development Model

“Long-term athlete development / Canadian Sport for Life” is the sport project for a long-term athlete development, funded in part by the Government of Canada. Sport for Life is a movement to improve the quality of sport and physical activity in Canada. Sport for Life links sport, education, recreation and health and aligns

community, provincial and national programming. Long-Term Athlete Development is a multi-stage training, competition and recovery pathway guiding an individual's experience in sport and physical activity from infancy through all phases of adulthood. Physical literacy is the motivation, confidence, physical competence, knowledge and understanding to value and take responsibility for engaging in physical activities for life. Sport for Life, with Long-Term Athlete Development and physical literacy, represents a paradigm shift in the way Canadians lead and deliver sport and physical activity in Canada. (Balyi Istvan, 2016)

This study shows much useful information regarding long-term athletes' development, touching many essential aspects of the long-term development of an athlete. This project is funded by the Government of Canada, which in turn is vital for promoting a healthy lifestyle among the population. Also, in this case, the development of an athlete at all levels from beginning to the end of their sports career is described in great detail. However, this method reveals the features of "sport for all" which is an essential part of athletes' development

in terms of elite sporting level, which is crucial for this topic. This model is attractive, but cannot be fully applied to this study.

2.4. Pilar's Model on international Sporting Success

In this thesis research, among development of diving in South Korea and Ukraine, researcher reviewed many concepts, studies and works about the theoretical models, which researcher will test and apply in this thesis. Among all reviewed models, a researcher would like to use a conceptual framework founded and written by (De Bosscher, De Knop, Van Bottenburg, & Shibli, 2006) - "Analysis Policy Factor Leading to International Sporting Success" as a primary theoretical framework in this thesis.

Another four models, which we reviewed previously, do not fully cover all critical and essential points, which should be in research among the comparative study between two countries in terms of divers development.

This model is very well suited to this study, because, unlike the models and systems that were discussed earlier, it allows us to fully reveal the essence of the problem, and highlight the most important and essential factors in the athlete development and

development of the diving sports system in particular. This Theoretical framework pillar's-based model were successfully implemented in many studies, such as “A Global sporting arms race An International Comparison of the elite sport policies and climate in six nations” (De Bosscher Paul De Knop, van Bottenburg Simon Shibli, & Bingham, 2008), “Successful Elite Sport Policies: An International Comparison of the Sports Policy Factors Leading to International Sporting Success (SPLISS 2.0) in 15 Nations” (De Bosscher, Shibli, Westerbeek, & Van Bottenburg, 2015), “Comparative Sport Development” (Hallmann & Petry, 2013), “Elite athletes' perception of retirement support systems (Lúcia Padrão dos Santos et al., 2016), “Elite sport culture and policy interrelationships: the case of Sprint Canoe in Australia” (Sotiriadou & Research Online, 2014) etc.

The first type of study consists of those focusing on a description or comparison of the organisational context of nations. An essential characteristic of these studies is their search for similarities and differences among nations' elite sport systems.

To use study of V. De Busscher is essential because this is developed by using several methods from many other researchers, which provides a basis for the creation of universal model factors explaining the international sporting process (Green & Oakley, 2001) (Larose, 1992). De Busscher's theoretical model (with coherent factors) creates an operational criterion that can be empirically tested and applied in a thesis. V. De Busscher in his Conceptual Framework for Analysis Sports Policy Factors Leading to International Success, focused on how sports policies can influence international sporting success, policy areas, "pillars", that are thought to have an important influence on international sporting success (are logically derived from literature), such nations, such as former communist states of Eastern Europe, especially Ukraine, were very successful in international sports as a result of making a high-level investment in overall national sports systems. There are only a few references in the literature concerning the efficiency and effectiveness of elite sports policies and investments. A comprehensive model on sport policy factors leading to international sporting success has not yet been developed. A comprehensive literature review of the determinants

that are important contributions for international sporting success is provided. A logical extension of the literature review, V. De Busscher propose a conceptual model - the determinants of success in elite sports policy by clustering measurable criteria into a few policy areas that can be compared on a trans-national basis. There are a range of factors that lead to international sporting success.

Classifying these factors is a complicated task. Performances in top-level sports are a combination of genetic qualities and environmental and physical circumstances and factors. (De Bosscher et al., 2006).

In total, there are three levels in the Conceptual Framework for Analysis of Sports Policy: Micro, Meso, and Macro-levels. All the zones include next, critical and significant factors for our study, such as role of Educational System, private sector as a partner of the sport, elite sports culture and tradition of certain sports in the country, mass media as a promoter for the interest in sport and audience, soundboard for world-class performers.

All these factors have a significant effect on elite sports development. In this respect, V. De Busscher demonstrated a method

to measure the relative success of nations by controlling these macroeconomic determinants.

Despite the consistency with which the rich and populous countries dominate the Olympic medal tables, there is a constant need for their governments to ensure the continued availability of the primary resource, namely athletes (Green, Houlihan, & Houlihan, 2005). This leads logically to a closer investigation of the meso-level in the following section.

This Theoretical Framework includes all necessary points, which researcher using among a methodologically selected in-depth, open-ended questionnaire. In this research, I adapt V. De Busscher's "clusters of policy areas" to this case of study, and researcher would like to use 8 of them, since this research is based on specific sports policy development among two countries – Ukraine and South Korea. Each "pillar" contains several sub-criteria that should be compared on a transnational basis in order to explain why some nations excel while others - get left behind in elite sport.

Among the selected methodology, this thesis consists of the qualitative type of research, with an in-depth technique of

interviewing with an open-ended set of questions. Among the nine pillar items researcher will use eight of them: financial support, integrated approach to policy development, sport participation, talent identification and development system, athletic career and post-career support, coach provision and coach development, Masters' athletes, sport goals and achievements. The researcher will have an interview with six participants from Ukrainian diving and with six participants from Korean diving.

Chapter 3. Methodology

3.1. Research Method

In this study, a researcher mainly use a qualitative method of research, based on interviews with people who are directly related to diving. Among the five types of qualitative research methods, a researcher chose *CASE STUDY*.

In the first section, we will use a comparative analysis of South Korea and Ukraine on essential numerical characteristics, which are of interest and useful in this research. Primarily the entire first section is a quantitative study, based on data obtained from various official and free sources.

The second part of the research is a qualitative study, that will be based on interviews with managers, functionaries, coaches, athletes and other persons directly related to diving in South Korea and Ukraine. Due to the lack of relevant literature in this field and the substantial gap of any research on the development of diving in the world, I chose to research this option. All interviews were conducted by video-call recording applications or though face to face discussion.

In the third section of the research, we will identify the main problems that prevent the development of diving in South Korea. We will offer some options and ways to solve these issues, based on the data obtained from the first and second sections of the work.

3.2. Instrument

The current situation was assessed by participants of both countries in personal interviews using face-to-face conversations and computer software such as Viber and Skype applications. The authors of the conceptual framework research believe that a qualitative study can only use a certain number of pillars (De Bosscher et al., 2006).

Consequently, the researcher had to determine the number of participants for interviews that would be most appropriate for this thesis research while also meeting the criteria for a conceptual model of the study. The data obtained from the interviews led to several topics, including the following research questions: Financial Support (“What kind of financial support programmes exist for athletes, among Lifestyle support, funding, grants and sponsorship, financial independence?”, “How is big financial support for training clubs and personnel financial support for National Diving Governing Bodies?”);

Integrated approach to policy development (“Is diving is a priority sport among Olympic Sports in your Country?”, “How effective is cooperation and support between the Ministry of Sports, NOC and NGB?”); Sport participation (“What level of recognition does diving have as a physical educational sport in sports schools?”, “What is the level of accessibility to diving participation in the country?”, “What is the general age of entry into diving?”, “What is the quality of the diving management system in sports departments?”, “What is the club structure in diving sports clubs?”, “Is there special attention for young talent at the club/ sport department level?”); Talent identification and development system (“What criteria exist for the selection of early diving talent spotting through schools?”, “What kind of systems do diving coaches use for statistical identification and monitoring of the progress of talented and elite athletes?”, “What kind of training opportunities do high-level athletes have?”, “What system does the diving governing body have for training camps?”, “What system does the diving governing body have for the long-term athletes’ development from childhood to adulthood?”, “What kind of multidimensional support of young athletes exists in the diving

governing body?"); Athletic and post-career support ("What kind of financial support and protection is provided to national team athletes?", "What amount of financial support do divers receive by level and age? What is a criterion for rewards?", "Which medical, exercise physiological, social psychological, nutrition and media training do athletes receive?", "How does the diving governing body influence athletes' lifestyle, time management and career development?", "What kind of assistance does the diving governing body provides for athletes in preparation for life after sport?", "What opportunities exist for intense fulltime training for national team athletes?", "How often are national team athletes participating in sufficient training camps?", "Are diving talents provided with easy access to college admission?", "What kind of specialized training systems and training methods, long-term and the application of optimal training loads does the head coach have?"); Coaching provision and coach development ("How many coaches have a high-level of coaching mastery?", "What common problems are coaches facing with athletes?", "What kind of training and qualification systems does the diving governing body have for elite coaches, to

provide sufficient career development opportunities at the elite level?”, “Does the diving governing body have a coaching commission to develop young coaches?”, “What kind of benefits do “full-time” coaches receive from the diving governing body?”); Masters’ athletes (“Are there any Masters competitions in your country and how are they held?”, “Is there such a category as “Diving Masters” at the federal or ministry level?”, “As a Masters athlete, can you take part in any competition and if so where?”, “How many Masters athletes are in your country nowadays?”, “Does the state or government assist if you want to take part in the Masters' event?”); Sport goals and achievements (“What is your main goal in this sport? What do you want to achieve in sport?”, “Did you ever consider finishing sport and trying something else?”, “What has sport given to you?”, “Has the level of privileges and bonuses increased in recent years?”).

3.3. Participants

Among the chosen theoretical framework, the researcher chose twelve participants from both countries who shared their thoughts on the development of athletes and diving as a particular sport. The

participants came from broad backgrounds including senior of diving governing bodies, head coaches of the national diving teams, regular coaches, current national team athletes, retired national team athletes, and master's divers. In following eight pillars, the researcher asked questions about Financial Support, Integrated approach to policy development, Sport participation, Talent identification and development system, Athletic and post-career support, Coaching provision and coach development, Masters' athletes, Sport goals and achievements.

3.4. Data Analysis

Research Question #1 relates to data comparison: among several factors and issues, the researcher would like to compare the most important and essential points of both countries in order of cities, which manage diving, sport departments, national training bases, total number of divers, national team athletes etc.

Research Question #2 compares interview data among Ukrainian and South Korean diving related respondents, using "Theoretical Framework for Analysis Sports Policy Factors Leading to international Sporting Success" (De Bosscher et al., 2006).

This Theoretical framework is useful for this research, because researcher can collect and identify necessary information, focussing on data-obtaining among sport-related persons, using pillars which cover all critical topics, such as Financial Support, Integrated approach to policy development, Sport participation, Talent identification and development system, Athletic and post-career support, Coaching provision and coach development, Masters' athletes, Sport goals and achievements. Each topic is divided into sub-topics and will be discussed in order.

Consequently, the researcher had to choose the proper number of participants for interviews that would be the most appropriate for research and meet all criteria for a conceptual model of the study. The participants from South Korea and Ukraine, who are related to diving, will share their thoughts on the development of athletes and diving as a sport in particular.

In the last research question, a researcher would like to consider all collected and analysed data and reach some conclusions and provide some possible solutions and recommendations.

Chapter 4. Results

4.1. Descriptive Comparison between South Korea and Ukraine

4.1.1. Organizational Comparison

UKRAINE: from 1991 to 1999 diving was part of the Ukrainian Swimming Federation. In 1999, the Ukrainian Diving Federation was established (splitting from Swimming federation). In 2018, the Ukrainian Diving Federation submitted all documents to FINA (international federation of water sports) so that the Ukrainian Diving Federation could be considered as a separate affiliated member (“Ukrainian Diving Federation official web-site / Федерація України зі стрибків у воду,” 2018).

SOUTH KOREA: South Korean Diving is still a division of the Korean Swimming Federation since foundation. Short history:

In November 1929, Chosun (Korean old name) Aquatic Extracurricular was established. In June 1930, the name was changed to Chosun Aquatic Sports Organization. In March 1946, the name was again amended to Chosun Aquatic Sport Federation. In 1948 Chosun Aquatic Sport Federation became a member of FINA, and changed the name to Korean Aquatic Federation. In November 1954,

the Korean Aquatic Federation became a member of the Korean Olympic Committee. In 1966 the name was changed again to Korean Swimming Federation. In 1978, the Korean Swimming Federation became a member of Asian Swimming Committee. In July 1998, the Incorporation Association of Korean Swimming Federation was established. (Korean Swimming Federation, 2018)

Structure of Diving Governing Body

The Ukrainian Diving Federation has a “classic” eastern-European post-Soviet type of sport structure:

- President of the Ukrainian Diving Federation;
 - The executive committee (President, Vice-president, Executive Director, Head Coach, three executive committee members);
 - The panel of Judges (Head of the panel and 6 members);
 - Directorate of UDF (executive director, head coach, director, coach-operator, accountant, coach-administrator);
- (“Ukrainian Diving Federation official web-site / Федерація України зі стрибків у воду,” 2018)

The South Korean system has a different structure since it is more closely related to the Swimming federation rather than Ukrainian counterpart and contains a more complex organisation chart (Korean Swimming Federation, 2018a) :

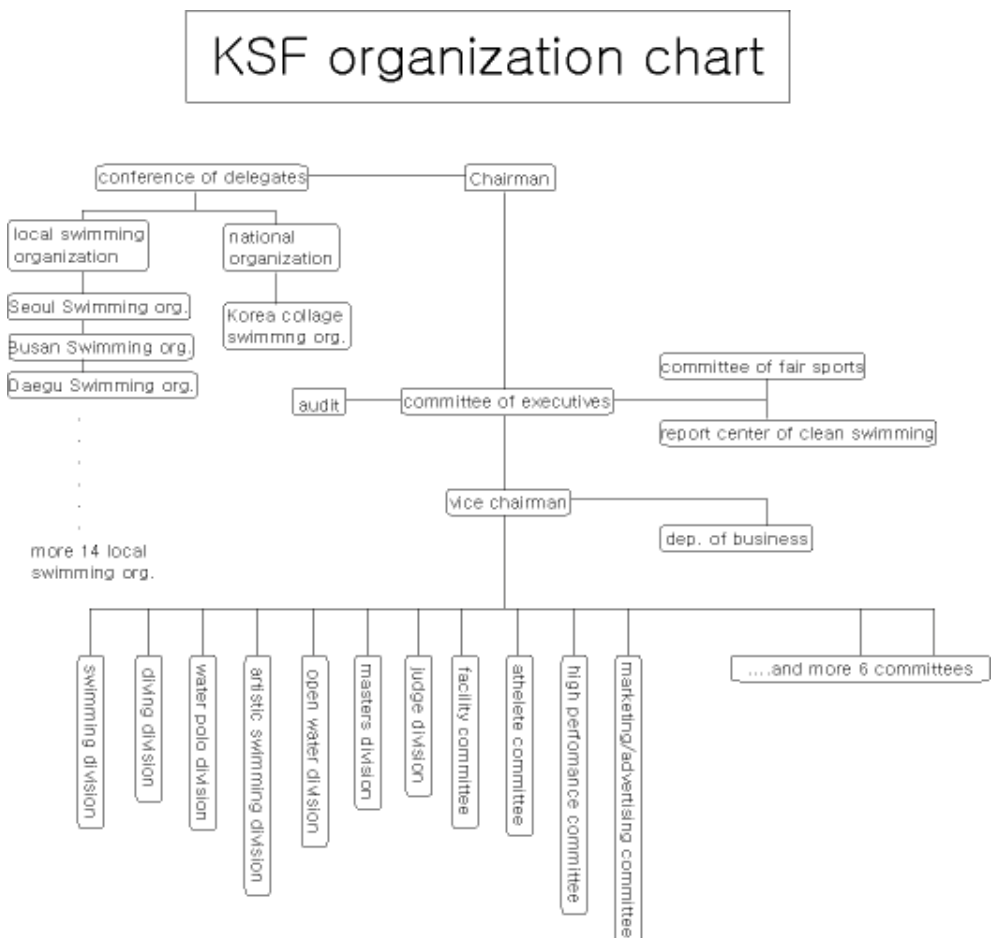


Figure 1. Korean Swimming Federation Organization Chart 2018

Branches of the Diving Governing body

Ukrainian diving has an advantageous, established system of schools, which also exist in many post-soviet countries nowadays: 10 regions in Ukraine have at least one diving related department, which contains on averagely 16 athletes, 87 kids and five employees in each department. More details we can find in the following table:

Table 1. Ukrainian Diving Departments 2018

City	Club/department	# athletes	# kids	# employees
Kyiv	“SKA”	15	55	4
	“LIKO”	24	400+	9
Vinnitsa	“ORBITA”	5	20	2
Dnipro	“MKDUSSH”	11	53	4
Donetsk	“NEPTUN”	34	56	4
Zaporozhe	“MOTOR-SICH”	20	131	9
Luhansk	“Olymp nadezhda”	10	30	4
	“SHVSM”	16	10	4
Lviv	“SKA”	9	80	5
Mykolaiv	“UKRAINA”	30	92	7
	“SHVSM”			
Pokrov	“MANGANIT”	20	135	6
Kharkiv	“MDUSSHOR”	51	179	5
Totally / 10	13	216	1131	63

In the South Korean case, the situation is entirely different than the Ukrainian case: The South Korean system is divided into “sections”, where each section has developing cities, number of

teams, athletes and coaches (employees). In summary, South Korean Diving consist of 64 teams from 42 sections, 158 athletes and 25 coaches. More detailed information is available in the following table:

Table 2. Diving Athlete and Team registration status: 2018 KSF inner information

Section	City	no. of team	# of athletes'	# of coaches
Elementary	Seoul	5	8	-
	Busan	1	5	-
	Incheon	1	1	-
	Daejeon	1	1	-
	Ulsan	3	10	1
	Gyeonggi-do	3	3	-
	Chungbuk	5	10	1
	Junbuk	1	1	-
	Gyeongbuk	2	10	1
	jeju	4	5	-
Middle School	Seoul	1	6	1
	Busan	1	4	1
	Incheon	1	4	1
	Gwangju	1	1	1
	Ulsan	1	4	1
	Gyeonggi-do	1	3	1
	Chungbuk	2	2	-
	Chungnam	1	3	1
	Gyeongbuk	2	5	1
	Jeju	1	6	-
High school	Seoul	1	6	2
	Busan	1	2	-
	Incheon	1	3	-
	Gwangju	2	3	1
	Ulsan	1	3	1
	Gyeonggi-do	1	8	2
	Gwangwon	1	1	-
	Chungbuk	2	2	-
	Chungnam	1	2	-
	Gyeongbuk	1	2	-
University	Seoul	1	3	-
	Incheon	1	1	-

	Jeju	1	3	2
	Busan	2	2	-
	Incheon	1	2	1
	Gwangju	1	5	1
	Ulsan	1	2	-
Senior	Kwangwon	2	5	-
	Chungbuk	1	1	-
	Junnam	1	1	-
	Gyeongnam	1	4	1
	Jeju	1	5	1
	Total	64	158	23

In the previous table, it is evident that some teams have only one athlete or no coaches at all. Also, there are many teams without a diving pool, especially elementary and middle schools. In addition to this, it is difficult to register as athletes to take part in a competition. As a result, coaches from the large diving clubs, with access to a pool, are responsible for training athletes from the small diving teams by request. This explains why there are such significant differences between the number of clubs and coaches. This is a serious problem for young athletes' preparation and also a problem for the several senior teams. Unfortunately, that's all the information that was provided by Korean Swimming Federation ("2018 Diving Athlete and Team registration status :2018 KSF inner information," 2018).

4.1.2. Elite Performance Comparison

Olympic Games Performance

The below Comparison chart detailing results of the last five Olympic Games, starting with Sydney Olympics in 2000 and finishing with the latest Rio Olympics in 2016. The National Diving team of Ukraine participated in all five Olympic Games, averaging with nine participants at each Olympics (except the Rio Games, where the Ukrainian team was represented by only seven athletes), they collected two bronze medals (2000 and 2008 Olympics) and on many occasions, they were close to the medal podium, finishing in 4th place. The National Diving team of South Korea participated in all Olympic Games except Athens 2004, where the diving team wasn't represented. They averaged two participants per Games, and the South Korean diving team for the first time qualified into the final stage in the 10 metre individual men's platform event, where Woo Haram finished in 11th place. This result is the highest achievement for the National Diving team of South Korea. The table below presents more detailed results for both Ukraine and South Korea:

Table 3. Olympic Diving Comparison Chart between South Korea and Ukraine

		Type	South Korea	Ukraine
Olympic Games 2000-2016	RIO OG 2016	Events	2	6
		Participants	1	7
		Medals	0	0
		Highest result	11th, 29	6th place
	London OG 2012	Events	2	
		Participants	2	9
		Medals	0	0
		Highest result	26th, 26th	4th place
	Beijing OG 2008	Events	1	6
		Participants	1	9
		Medals	0	1
		Highest result	29	3rd place
	Athens OG 2004	Events	-	5
		Participants	-	8
		Medals	-	0
		Highest result	-	4th place
	Sydney OG 2000	Events	3	6
		Participants	4	9
		Medals	0	1
		Highest result	29	3rd place

National Training Centres

Both countries have modern and good national training centres, accommodating all requirements for national team athletes' preparation: in Ukraine, it is "LIKO Sports Complex", based in the capital of Ukraine – Kyiv city. This is a very modern facility, built in

2013 primary for divers development. So far, this sports complex held European Diving Championships 2017, World Junior Diving Championships in 2018 and it is scheduled to host a European mega-sports event in August 2019 (“Ukrainian Diving Federation official web-site / Федерація України зі стрибків у воду,” 2018).

In South Korea, it is “Jincheon National Training Centre”, based in Jincheon city. This is a large training centre, developed for all Korean national team athletes, including divers. The established Olympic Diving team of South Korea have training camps here regularly (Korean Swimming Federation, 2018a).

National Team Divers

The national diving team of Ukraine has 12 established athletes in the first (senior) national team and 15 athletes in the junior team. The list of the coaches and staff depends on many factors, but usually it is around 8 people in total additional to the roster of athletes. (“Ukrainian Diving Federation official web-site / Федерація України зі стрибків у воду,” 2018)

The South Korean national diving team list differs depending on the type of competition they participate in. Three male and four

female national divers competed in the last major sports event - 2018 Asian Games in Indonesia including three coaches (“2018 Diving Athlete and Team registration status :2018 KSF inner information,” 2018).

4.2. Pillar’s Model-Based Comparison between South Korea and Ukraine

The purpose of this study is to explore the problems in South Korean diving among diving athletes (divers) in terms of sport development. To achieve that, the researcher will investigate the current situation and provide sport development consideration, based on Ukrainian diving. In this research, a researcher is looking to identify problems firstly, and afterwards suggest some solutions for them. Interview-based open-ended comparison type of case study research is essential and very useful for this scientific work.

4.2.1. Financial Support

The first Pillar has two questions related to top management of the diving governing bodies in both countries. The Ukrainian example is represented by the Executive Director of Ukrainian Diving Federation, and the South Korean example is represented by

the Ex-chairwomen of the diving department and current chairwomen of the judging committee.

To the question: “What kind of financial support programmes exist for athletes, among lifestyle support, funding, grants and sponsorship, financial independence?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“Budget funding, which provides for the functioning of the "single/main calendar plan": firstly, it is for the training camps preparation and participation in different competitions. The Ukrainian Diving Federation has an agreement (contract) with the Ministry of Sports of Ukraine, by which the Ministry transfers money to the federation account for this preparation. Ukrainian Diving Federation also has support from the National Olympic Committee, which allocates funds based on the results that athletes have achieved throughout the year. Funds that come from the NOC also can be useful for the athletes training and preparation.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“For the national team members exist regular program of support: athletes stay in Jincheon National Training Centre, and they receive per diems from the Korean Olympic Committee. As well, they receive all necessary training and performing equipment. Also, they receive a wage from local departments.

Unfortunately, there is any another support from Korean Swimming Federation and Korean Olympic Committee. The worst case in South Korean diving policy for youngsters that while they are studying in high school or university, diving students cannot get paid and there is no any extra money if athlete belongs to the school, while he is performing in the national team.”

To the question: “How is big financial support for training clubs and personnel financial support for National Governing Bodies (federation)?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“Among the issue about financial support for sport clubs and personnel, Executive director of Ukrainian Diving Federations said, that in Ukrainian Diving federation and generally in Ukraine as a whole, there are no sports clubs (we are not talking about sports clubs as clubs’ systems) - post-soviet “Youth sports schools have replaced this concept”. So, definitely the world club system exists in Ukraine in most “game sports”, such as basketball, soccer etc., and in some “single” kinds of sports (for example, in combats - wrestling, boxing etc.), but mostly, talking about our diving and similar sports, it is “Youth sports schools”, “Schools of the highest sports skills” “Schools of Olympic reserve”. Financial support comes from local (regional) budgets, where these institutions are located.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“Usually, Korean Swimming Federation does not have any significant support by the Korean National Olympic Committee and Ministry of Sports. Main money income from the chairman of the Korean Swimming Federation and another support from sponsors and partners’ companies, such as "ARENA," "DURAFLEX" etc. Also,

exist another way of money income - profit from a business on the site, for example from the rent of swimming pool, holding masters' competitions, etc. Sometimes a massive event, such a national competition - sponsored by the Ministry of Sports. In regional cities - city provides a foundation to belonging school. Sporadic cases - sponsorship by other companies, for example, revenue from broadcasting, some soft drink company advertising, etc."

In the first Pillar among financial support, we observe the current situation in South Korean and Ukrainian Diving. Both countries have a similar plan for financial support, although Ukraine's is more integrated and established. In South Korean diving, financial support is more limited partly by its relationship to the Korean Swimming Federation, which provides much more support to swimming than to diving. Many sponsorship opportunities exist in both South Korea and Ukraine, but South Korea does not make the most of these opportunities when it comes to diving.

4.2.2. Integrated approach to policy development

The second pillar, which is "integrated approach to policy development" consists of two questions about the priority of sport

among other Olympic Sports in each country and a question about cooperation between diving's governing body and other significant sports departments.

To the question: "Is diving is a priority sport among Olympic Sports in your Country?" Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

"Yes, it is a priority sport. The priority of sports in Ukraine is established by the relevant order (law) of the Ministry of Sports every four years, and gradually changes are made in case of need. Encouraged situations when athletes took 1-10 place at the Olympic Games, 1-6 place at the World Championships, or entered the final stage of the competition at a global level.

According to the total amount of points that athletes have won over the past year, the Diving Federation of Ukraine is in sixth place among the sports for which NOC funds are allocated, according to a special "performance program." If we take by regions - then in most regions (except the L'viv region and Vinnitsa region) it is a priority sport and, as a rule, with a good and long history."

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

Unfortunately, no. Among all Olympic sports, where South Korean athletes participate, the priority of diving is the second or third from the end of priority sports. Diving did not receive so much attention on Olympic Games and never broadcasted while Olympic was run. It means - diving is not popular at all.

To the question: “How effective is cooperation and support between the Ministry of Sports, NOC and NGB?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“We have an agreement on cooperation with the Ministry of the Sports, in which it is indicated that the Ukrainian Diving Federation has the rights to develop a sport in Ukraine, and also provide funds for the development of teams and athletes of different age groups. At present, our federation is in the “experimental mode”, in order to make an analysis of the work and progress that will be carried out during this “experiment”, and further it will be concluded whether or not to recommend to other federations to

switch or not to such mode and conditions, or remain the same as now are other federations. We also have contractual relations with the NOC, according to which we receive financial assistance and naturally support when our athletes participating in youth Olympic games, youth festivals, as well as at the Olympic Games. NOC also provides funds for the development of the Federation (50 thousand UAH per month), which can be used to equip an office, for salary, and also funding for achieving a certain amount of points, which is set at certain competitions (European Championship, World Championship, Olympic Games) in connection with the position in which the size of the administrative grants and remuneration are established.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“There is KSPO, which is, founded by government money, and there is another organization inside of KSPO, established especially in our case for support and cooperate diving. Usually, KSPO supports many coaches and provides equipment for sports. At the end

of the days, Korean Swimming Federation has good cooperation between them all.”

In the second Pillar among integrated approach to policy development researcher observed the current situation in South Korean and Ukrainian Diving policy development. In Ukraine, diving is priority sport with good support from the Ministry of the Sports, which organized an “experimental program,” over the last three years, which means the provision of management is entirely up to the diving federation. Conversely, diving in South Korea appears to be a less popular sport, and one of the Olympic sports with the lowest priority. Cooperation exists between the Ministry of the sports and KSPO – which is useful to assist coaches and athletes.

4.2.3. Sport participation

The third pillar has six questions all about sports participation, which related directly to the head coaches of both national teams.

To the question: “What level of recognition does diving have as a physical educational sport in sports schools?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“Diving is a complex sport that includes gymnastics, acrobatic, choreographic, trampoline and other training preparation. Similarly, in other sports, on the example of the same aquatic species, an athlete must possess the basics of diving - dive into the water (start from a swimmer, exercises with synchronized/aesthetic swimmers, etc.). Many elements are taught in sports schools, which are applicable, including diving. There is no lesson such as "diving," but there are all the constituent objects, forming the whole complex, necessary for the preparation of an athlete.”

Hong, Coach of the South Korean National Diving Team, added:

“In South Korea, we do not use the term “sports schools.” On the University level is not any diving-oriented or diving-recognized schools. Recognition of diving exists in schools only concerning physical activity, but there is no any real diving direction among the schools - only like separate sport. Most important are two things: Diving is not accessible and why it is not popular – because people think that this is very dangerous. This is the main reason.”

To the question: “What is the level of accessibility to diving participation in the country?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“Everyone can do diving. Absolutely anyone can afford this sport at any level. There are also social programs for which children from the war zone (Lugansk and Donetsk regions) are engaged in free diving in sports schools.”

Hong, Coach of the South Korean National Diving Team, added:

“No, to access into diving is too hard, and without proper permission, you cannot do it. Firstly, you need to register in a diving governing body (swimming federation), after they give permission to you, you can become a diver. Nowadays in South Korea near Seoul and Gyeonggi province exist diving lessons and practice for non-athlete people, who want to enjoy diving and get to know this kind of sport. However, diving is not that popular in comparison with other sports. Origination for diving in South Korea is from Jamsil (Seoul city). Gyeonggi is popular because Goyang city held much competition in a row, and after that local organizer's launched masters diving club in this city, and it exists until nowadays. In other local

areas and provinces is not that popular to do diving like in Seoul and Gyeonggi.”

To the question: “What is the general age of entry into diving?”

Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“5-7 years. Because at 8-9 already participate in official competitions in Ukraine (group E).”

Hong, Coach of the South Korean National Diving Team, added:

“Nowadays it is from 7 to 9 years. Nine years it is a little bit late but still available. At ten years’ kids already have competition, so, means to start after it would be a bit late.”

To the question “What is the quality of the diving management system in sports departments?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“There is no limit to perfection, but there are always nuances. Of course, in order to keep up with the times, you need to update the program, the training methodology periodically. Sport cannot be static, and it

is being improved with each Olympic cycle. In general, the system is well established and functioning.”

Hong, Coach of the South Korean National Diving Team, added:

“There is no sports club’s system in South Korea among diving. Since there is not a very good diving system at all, we cannot talk appropriately about diving management. Only Korean Swimming Federation has sports managers.”

To the question “What is the club structure in diving sports departments?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“There is a set of sports groups of 5-7 years old children, and as early as 8-9 years old children participate in competitions. As well as past official, all-Ukrainian competitions, they still have competitions inside clubs, city competitions, and many others. Thus, the athlete is improved to getting into the team - from junior level to Candidate Master of Sports, Master of Sports, Master of Sports of the International Class, Honoured Master of Sports. This system was invented back in the USSR, and it works nowadays well.”

Hong, Coach of the South Korean National Diving Team, added:

“As I mentioned previously, there are no diving clubs in a sports system in South Korea. We have an only national team, and professional team plus almost every province has a team on the local level.”

To the question “Is there special attention for young talent at the club / sport department level?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“These athletes get to watch, including to the head coach. Even from the age of 8-9 years old, we connect them to the youth team for viewing, these children are “taken into account,” and coaches lead them from a young age to the highest sportsmanship.”

Hong, Coach of the South Korean National Diving Team, added:

“Firstly, we define talented athletes here in 2 levels: university level and amateurs. If divers are good – they will receive many privileges and benefits. Woo Haram and Kim Yongnam were very talented in their childhood, and Woo Haram get high-level medals in young age, and he was switched from one level to another very fast. In our diving system exist four age levels: elementary, middle school, high school, and professional level. We

combine elementary with middle school, and high school with professional. If athletes get the medals in high school, they have an excellent chance to receive a scholarship or some tuition and also an advantage to get the better university in the future. Talented and successful young athletes, such as Woo Haram and Kim Yongnam can study for free and receive a scholarship if they showing the stable and good level of sports performance or school/university need this athlete. Plus, to university admission case, talented athletes can receive money from their provinces for sports achievements. Better they perform in diving – more money and another privilege they receive.”

The third Pillar directly related to athletes’ development, since sports participation is the main part of any athletes’ career. Diving talent-scouting takes part in sports schools in Ukraine where athletes are considered for many sports, not just diving. In South Korea sports schools do not exist and children understand diving only as a dangerous physical activity. The level of accessibility to diving participation in both countries is very different. In Ukraine, anyone, who has a medical certificate can go and join diving classes in the proper pool. In South Korea to do diving on an irregular basis is very

hard and you require permission, even more – only a few pools in South Korea provide this kind of service to enthusiasts. The age of entry to diving is similar: in Ukraine, it is 5-7 years old children, and in South Korea is 7-9 years old children.

Among the quality of sports management in sports departments – Ukraine has good managers, the system is established and functioning well. However, the level can be improved in the future. In South Korean sports departments, there do not appear to be sports managers with the exception of the Korean Swimming Federation. The structure of the diving departments in South Korea appear simple, existing in two levels: top level (national team) and regular level (local teams). Ukraine, as a post-Soviet country, has broader and developed a multi-level system of diving departments. Among the case of the special attention for young talents at sport department level – it exists in both countries and key basses almost similar, which is also good for the development of divers.

4.2.4. Talent identification and development system

Concerning the pillar “Talent identification and developing system” researcher interviewed executive directors, head coaches and regular coaches with questions about talent identification and talent development.

To the question “What criteria exist for the selection of early diving talent spotting through schools?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“There are principles and criteria for the selection, both in the national team and in the selection criteria for getting into international starts. For young athletes, there is testing - according to the General physical training and Special physical training. If the child successfully passes the test, he is credited to the group or transferred from one group to another (to a higher level). This is called a "control standard". 3-4 times a year crediting control and once a month - current (flow control).”

Illia Tselutin, Coach of the Ukrainian Youth Diving Team, added:

“The primary criterion is physical data. This is primarily speed-power data as well as flexibility, coordination, and agility.”

Hong, Coach of the South Korean National Diving Team, added:

“Woo Haram's case is perfect to describe good talented kid and make from him good level diver: we know that physical condition is critical, and first of all, we are looking to body sharpness, tension, flexibility, speed, active lifestyle, attitude, behavior, etc.”

Jun Boim, Coach of the Seoul Youth Diving School, added:

“This is the Seoul area, and there are so many chances for kids to come to the diving world. Majority of the parents come here and ask to train their sons and daughters. As well, coaches teach to swim and get kids from swimming as well. Near a lot of schools and they promote. Many parents come with kids. If young swimmers will have an interest - they come here and try to be a diver, even it is not easy. Another point – a summer and winter vacation: there are the educational authorities, and they have a free diving program here for all kids who want to try diving. That is about our

system - there are almost any criteria of selection due to the lack of athletes.”

To the question “What kind of systems do diving coaches use for statistical identification and monitoring of the progress of talented and elite athletes?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“It is the “curriculum” on which we work. This is how every other sport works. Now we are updating it. Regarding young athletes, a good indicator of success for juniors is getting into the national youth team at the European Youth Championship, World Championships, and Youth Olympic Games. With age, on similar adult events. Thus, monitoring and statistical identification are performed in that way.”

Illia Tselutin, Coach of the Ukrainian Youth Diving Team, added:

“For identification and monitoring, we use the system of standards. Regulations are adopted at the beginning of the year, as well as in control periods throughout the year. Moreover, the results at competitions on a score are considered.”

Hong, Coach of the South Korean National Diving Team, added:

“In the case of a non-national team, it does not exist at all. Only the national Korean diving team has similar things such as statistical identification and progress monitoring. In the national team – it is very professional level, but we do not consider this aspect as the main one to identify statistically of to do monitoring of the athletes’ progress. We think that this tool is not a good way to realize good points of talented and elite athletes. We use another method.”

Jun Boim, Coach of the Seoul Youth Diving School, added:

“It is a very tricky question. We do not have any systematic process to support talent or elite athletes. In case of my school, where I am working, it exists only for middle and high school athletes. Elementary school divers need to go to another, higher schools. However, they should come here to keep their career. However, most of the cases, especially in this age, definitely depends on parents. Even diver is very talent, coach almost can't do anything, if parents do not want to keep him to dive in the future. Sometimes a coach’s pursuit parents to ask to keep their child in diving and sometimes they spent all day with young divers. That is sad, but only parents decide the future of their kids.

*There is no any statistical identification or monitoring.
We do it only by eyes.”*

To the question “What kind of training opportunities do high-level athletes have?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“We have all the conditions for high-level training athletes: there is an Olympic training centre where the national diving team is trained, there is a coaching staff that can train high-level athletes, as well as all necessary equipment.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“Yes, they have. Athletes get excellent training opportunities, using Jincheon National Training Centre. In that training, base exists all necessary things, what athletes needs for proper preparation.”

To the question “What system does the diving governing body have for training camps?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“There is a generally accepted world system, adapted to the Ukrainian style. There is a training plan that the head coach prepares, and then represents and defends at the special commission. Also, there are individual plans for each of the athletes, according to which the training camps are prepared and conducted. The athletes, who have achieved the corresponding results, which are provided for by the training program, are attracted to the training camps. These are athletes who showed results from 1st to sixth place in the Championship of Ukraine, as well as “perspective” athletes, who showed a decent program at competitions, can also be involved in training sessions.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“They have two systems: in first one athlete have a chance to train overseas (USA, China, Japan). Another system exists mostly for coaches: if a coach gets over

the middle level of skills, he can get support with scientific control, which will help to go further more deeply and professionally.”

To the question “What system does the diving governing body have for the long-term athletes’ development from childhood to adulthood?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“This is the “target comprehensive training program” for the 4-year cycle, which is, represents and protects by the head coach, every four years. Every year it is necessary to provide a report on the sports calendar year achievements.”

Hong, Coach of the South Korean National Diving Team, added:

“In South Korea, only sports like football, basketball, baseball have long-term athletes’ development programs. In diving, it does not exist.”

To the question “What kind of multidimensional support of young athletes exists in the diving governing body?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“It exists. The same schools support and allocate funds for the training centre and athletes trips to competitions. An athlete and local authorities, district municipalities, etc. can also be sent.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“All multidimensional support of young athletes belongs to their parents. Sometimes, athletes can receive support from their personal coach. The parents' role is very important for athletes and sports events as well.”

Talent identification and a development system are critical concerns relating to divers' development. The criterions of selection of new diving talent in both countries are similar, even only one difference – Ukraine has “principles and criterions of selection,” established by the Ministry of the Sports of Ukraine. In the Ukrainian

case exists a multi-level system of statistical identification and monitoring of young athletes, where in South Korea it exists only if athletes are very talented, with potential to be on the national team. Athletes from both countries have great opportunities to have regularly practice at national training centres. Also, the system of training camps is similar and well-established. Among the long-term athletes' development in Ukrainian diving is a "target comprehensive training program" as a part of a four-year cycle. In South Korea, this exists only in the most popular and developed kind of sports. In the issue of multidimensional support of young athletes' the situation is different: in Ukraine, schools support and allocate funds for the athletes' trips and participation in events. In South Korea, multidimensional support of young athletes belongs to their parents and sometimes, to the personal coach.

4.2.5. Athletic and post-career support

In pillar five "Athletic and post-career support" a researcher interviewed top management, head coaches, current and retired athletes about lifestyle, financial support and training opportunities.

To the question “What kind of financial support and protection is provided to national team athletes?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“We do not have such athletes who work and are present in the national team. Officially not. In Ukrainian diving, all athletes are amateurs, although they receive funds from the state (in various institutions), representing their region, school, university or others in competitions.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“All the athletes have protection from the school or team. As well, protection exists for all national team athletes and regular athletes as well.”

To the question “What amount of financial support do divers receive by level and age? What is the criterion for rewards?” Maksim Dolgov, current athlete of the Ukrainian National Diving Team, commented:

“Starting with junior competitions, I received prize money from the Ministry of Sports of Ukraine. Later, there was a salary and a stipend from the city club, for which I am still performing nowadays. When I became more mature, I had a salary in the national team of Ukraine, as well as prize money from the European Championships, World Championships and commercial starts (World Series), as well as the Presidential Scholarship.”

Anna Sorokina, retired athlete of the Ukrainian National Diving Team and current manager of the NOC, added:

“In Ukraine, there is a sports system built on government funding. Starting from the lowest level, which is Youth sports school, an athlete almost never pays for classes, while having almost everything needed for doing sports, starting from the very childhood. Further, everything is also paid by the state, leading the athlete through almost the entire sports career path. The sports federations in Ukraine are just beginning to develop, and they do a more administrative function: working with international federations and looking for additional funding. The motivation of an athlete, salary and remuneration (bonuses) also comes from the state. It is worth noting that in recent years the amount of

scholarships and awards accrued to the athlete and the coach from the state has grown very much. At this point, we can state that Olympic sport is vital for the country and the Ukrainian government. The sports market is developing and depends on the information field. As long as this relationship is rather weak and not developed, it is impossible to talk about any serious funding from the federation. A good example is the costs that the national team has when traveling to competitions. These are significant sums, and any federation in Ukraine would draw them accurately nowadays.”

Woo Haram, current athlete of the South Korean National Diving Team, added:

“After young athletes finish school and enter a sports academy, they receive prize money and bonuses if they have won a medal. The higher the result - the more money they receive. If an athlete is part of the national team, then he has a monthly sports camp, where he is entirely provided with accommodation, food and all necessary equipment. The guys who are not part of the national diving team, but they are in the regional team, and they have training camps once a season (every

three months), but also these athletes are equipped and are on full board.”

Taerang Son, retired athlete of the South Korean National Diving Team, added:

“I have belonged to school association, and there was no any stipend for students, who did diving. Only for competition, school association provided some support for accommodation and equipment. After I graduate school, I start to earn some money. After I started to dive in pro team, supported by KSPO. Higher results you achieve - higher prize money you will get. The only way to get big money that time - to promote some companies, to advertise them and get a profit. KSPO support on a regular basis started only five years ago. As well, all rewards accomplished by competition.”

To the question “Which medical, exercise physiological, social psychological, nutrition and media training do athletes receive?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“The Athletes before each start should pass a medical examination in the local or republican dispensary. Also

at the University of Physical Education, there is the possibility of a more detailed examination of athletes with the participation of a surgeon, a psychologist and other specialists who give their conclusions. There is also a team doctor who carries out medical control at each training session. Athletes are always under the supervision of a team doctor, and in case, if the doctor cannot help, he sent an athlete to the republican dispensary, then to narrow specialists, and so throughout the cycle at different ages.”

Anna Sorokina, retired athlete of the Ukrainian National Diving Team and current manager of the NOC, added:

“On biomedical issues, we had a doctor who always solved problems. Psychological problems were solved in part by the coach, or the athletes appealed to the appropriate institutions personally. At that time, more than 15 years ago, there was no media training at all. It all came from the personal initiative of the athlete himself or his trainer. Again, over the past 15–20 years, there has been a substantial qualitative leap, which has quite greatly simplified the lives of many athletes — both society and sports management have significantly evolved, by the way, mostly due to the federation.

During my time in sports, it was most of the things on pure "enthusiasm."

Hong, Coach of the South Korean National Diving Team, added:

"All these complexes of support and sustainability development exist only in a national team. The government spends not that much money, as they should spend, in case of an excellent way to support all the teams in South Korea on different levels. Local and province teams do not have anything of that."

Taerang Son, retired athlete of the South Korean National Diving Team, added:

"In a South Korean team, they do not have any of these types of extras, except massage specialist. National team gets a doctor only from the last year and high-performance specialist as well, who in charge of physical training and developing an annual schedule for athletes. All these privileges exist only in the national team. In regional schools, they did not have a high-performance specialist, and I think, that is the reason, why so many athletes get injured frequently. Back to the days, there were only two dry lands was in all South Korea. Recently, KSF starts to support some

facility to divers, only in the last year. However, the priority is for a national team firstly, for sure. I am looking to be a coach of the diving school in the future, and I should learn all that points to be a right specialist - how to do massage, high performance, and many others things.”

To the question “How does the diving governing body influence athletes’ lifestyle, time management and career development?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“The Federation affects in every way and quite multifaceted. As a rule - it is very individual with each athlete, depending on the situation. The main directions are educational and explanatory work. We explain to athletes what rights they have, what they must do, how responsibly they should relate to training sessions, sports equipment, rivals, and how they should respect all the merits that are in the Olympic movement. Whenever possible, we try to organize cultural programs for athletes so that they have the opportunity to enrich themselves culturally and spiritually, going beyond sports. We also provide literature, use them to promote sports activities, mainly children's parties and

holidays in sports and secondary schools. This has a positive effect on the other hand - athletes become more courageous, educated, popular, all this forms their character and discipline and ultimately helps them to become more successful in life, during a sports career, and after its retirement.”

Anna Sorokina, retired athlete of the Ukrainian National Diving Team and current manager of the NOC, added:

“I retired the sport 14 years ago, then the federation had no influence and did not manage our time management and career development outside of sport as well. The Federation, as governing body, did a representative function back to the days, and there was not engaged in any administrative or organizational matters. Everything was in the legal and executive field of the Ministry of the Sports. Over the past ten years, there has been a qualitative leap in the development of the federation and the granting of powers and responsibilities, which today it is guided and controlled.”

Taerang Son, retired athlete of the South Korean National Diving Team, added:

“Generally, all support comes from the government and KSPO. Also, in South Korea exist an excellent program for retired athletes, founded by KOC: they provide another chance to study more in graduate schools. A chance to learn languages. Moreover, if student complete primary and middle level, he could get a chance to study abroad. If an athlete has a good accomplishment at the end of his career, he also will have good chances to join NCAA. There are so many minor programs to support retired athletes. Plus, they have consular help to decide, what job position is better to take in future. All programs for national retired members are excellent and useful.”

To the question “What kind of assistance does the diving governing body provides for athletes in preparation for life after sport?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“At the state level, there is the social protection of those athletes who have become medallists’ and champions of the Olympic Games. They are eligible to receive lifetime scholarships. For other athletes, the NOC conducts special programs and seminars during their current careers and invites them to plan their

adaptation in society after the end of their sports career during their current careers. NOC scholarships give some athletes if they are actively involved in the development of the Olympic movement, and also offer these athletes to be a coach at the end of their careers. Some of the athletes choose this path, while others go into other areas, such as the national economy, into business, someone wants to work as a fitness instructor and so on. Today it is fashionable to go to work in a diving show abroad. So, exist so many options nowadays.”

Anna Sorokina, retired athlete of the Ukrainian National Diving Team and current manager of the NOC, added:

“I have been given the opportunity to develop in international sports structures - this is the proposal of the federation to nominate my candidacy to the technical committee of LEN, as well as the development of refereeing. These are two excellent possibilities - judging or working in national or international federations.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“There is no any help from the diving governing body, but the original team which athlete belong to, they can support them. It is all up to the personal decision of an athlete.”

Taerang Son, retired athlete of the South Korean National Diving Team, added:

“Only in case, if you are being an outstanding member, of the national team - you will have a big chance to receive help. If not, only point - to follow sponsors, which is much harder to do.”

To the question “What opportunities exist for intense fulltime training (working/studying) for the national team athletes?” Anna Sorokina, retired athlete of the Ukrainian National Diving Team and current manager of the NOC, commented:

“No, this is a purely personal initiative. There is such a program - "double career," when some special companies at the beginning are testing an athlete for his education and then offer him the optimal work schedule

in organizations, structures or firms that match his profile. Ultimately, there is a balance in which a person works and receives a salary, and at the same time can continue to train and perform at competitions. This exists in different countries, but not in Ukraine. In our practice, athletes are satisfied with the Ministry of sports as “athletes-instructors,” but in fact, they are involved as active athletes. However, besides sports, there are practically no such programs. The level of education and focus has changed, over the past 20 years, education is in high priority, and athletes are trying to get it themselves, realizing that this is vital. Previously, there were privileges for high-level athletes - they could enter various universities, sports, and non-sports, using the non-competitive basis of admission as a privilege.”

Maksim Dolgov, current athlete of the Ukrainian National Diving Team, added:

“Of course, sport can and should be associated with training or education, but I believe that if you want to go to a big sport of highest achievements and set big goals for yourself, you have to choose. You study, but you will not be able to go to school in depth since you have two training sessions per day and you only don’t

have enough time and energy for studying. In fact, without a problem, you can learn and graduate from the immediate specialty - physical education and sport.”

Woo Haram, current athlete of the South Korean National Diving Team, added:

“In the case of the athletes of the national team in diving, they are always at training sessions, and they have daily training, twice a day. Due to a thoroughly hammered day of workouts, there is almost no time to study or work. There are also university teams - in their case, training takes place from morning to noon, and in the afternoon, athletes train.”

Taerang Son, retired athlete of the South Korean National Diving Team, added:

“No, I did not have. Since you join the national team, you have to do training all the time. The Eastern world is different from the Western.”

To the question “How often are national team athletes participating in sufficient training camps?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“Every month. Abroad camps, if it is a sports event on other continents, the team leaves in about ten days prior, to start the adaptation. There are also rehabilitation camps and training camps to improve the physical condition of the athletes. In Turkey, we have two times per year scheduled camps, and, for example, the departure of the team to adapt to South Korea - 10 days before the start of the 2018 Diving World Cup in China, the team visited the Korean peninsula for a preparatory and adaptation camp.”

Hong, Coach of the South Korean National Diving Team, added:

“A national diving team of South Korea has 11 months of training camps annually, and the schedule looks like in regular job – 5 working days with practices for athletes and two day-offs on weekends. Rules regulate divers to work 15 days per month but, they do more because they understand, for what they need to do more.”

To the question “Are diving talents provided with easier access to college admission?” Anna Sorokina, retired athlete of the

Ukrainian National Diving Team and current manager of the NOC, commented:

“I have created this opportunity by myself. I finished school with a gold medal and at the time of admission to the university, I had to pass only one subject - specialization. This made it easier for me to access. At the moment, even according to the law of Ukraine, there are no benefits for athletes.”

Maksim Dolgov, current athlete of the Ukrainian National Diving Team, commented:

“Yes, of course. I graduated from school and went to college for a specialty physical education, and I studied there for three years. In connection with the regular fees and departures, I had a free visit, but accordingly, the teachers were in many cases indulgent. However, I had to study for sure, and my program generally was the same as all the other students had. I can say that the benefits applied to professional athletes, in fact, exist.”

Woo Haram, current athlete of the South Korean National Diving Team, added:

“If an athlete is talented, then he has the opportunity to enter the university without a fee. However, it depends on what results he shows and what results achieved.”

Taerang Son, retired athlete of the South Korean National Diving Team, added:

“No, I did not have. However, many things changed nowadays. Ten years ago, was easier to get high school or University, sports talent was essential to get an admission. Moreover, as well scholarship accomplishment - another critical issue, because education in South Korea cost a lot.”

To the question “What kind of specialized training systems and training methods, long-term and the application of optimal training loads does the head coach have? (principles of periodization, interval training, endurance training etc.)” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“All this is spelled out in the “Target Integrated Program” for periodization and training the Diving National Team. That is, signs a calendar year by a period (microcycle, mesocycle, and macrocycle), and

regarding the action plan and opportunities, goals are set, and we try to implement them and achieve the desired results.”

Hong, Coach of the South Korean National Diving Team, added:

“For sure we have, and we use principles of periodization and interval training. We have an annual schedule for four seasons of preparation and schedule for competition. However, all this schedule is up to calendar plan for the national team, not for local teams.”

In the fifth Pillar, the researcher observed Athletic and post-career support. Officially, in Ukraine there is no protection and support for “full-time athletes,” all athletes are amateurs and receive funds and support from the departments which they are affiliated with. In South Korean diving, all athletes have protection from the school or the team. Among the amount of financial support which divers received on different stages in their career, the system of rewards is a little bit different, but in the end, divers received approximately the same rewards – which depends primarily on the level of the results they achieve. In the case of additional support, such as medical, exercise physiological, social psychological, nutrition and media

training – all these services exist only in the national diving teams of Ukraine and South Korea. Local teams have only minimal access to these kinds of services. Diving are influential over athletes' lifestyle and time management: In Ukraine, there are some programs for athletes' enrolment in the popularization of Olympic movement inside the country, and in South Korea there is a chance for talented athletes to join NCAA system and combine diving and study abroad.

Among the help which diving federations provide for their athletes' preparation for life after sport, the Ukrainian government has a system which affords financial support to Olympic medallists for their lifetime. All other athletes, who did not achieve Olympic medals have the opportunity to join the National Olympic Committee program to become high-level coaches or sports managers. In the South Korean case only an Asian Games gold medal, or medals from the Olympic Games and World Championships can give to the athlete a brighter future – otherwise, the athlete will need to prepare for a completely new life after diving. The opportunity for intense fulltime training (working, studying) for national team athletes, in both cases is a personal initiative – if a diver wishes to be educated, they can

seek it. However, recently, the situation in South Korea and Ukraine concerning this issue is similar – athletes do not have time to do anything except focus on their sport. The situation about sufficient training camps is similar in both countries – mostly, the national training centre is occupied by national team divers most of the time. Also, talented athletes have easy access to university, and most national universities are interested in educating talented and famous athletes.

Among the specialized training systems and training methods, long-term and the application of optimal training loads head coach have created their own systems and programs, such as principles of periodization and interval training schedule. These methods are in place only for national teams.

4.2.6. Coaching provision & coach development

In pillar six “Coaching provision & coach development” a researcher interviewed top managers, head coaches and regular coaches about coaching mastery, facing problems, coach development, and support.

To the question “How many coaches (in % correlation) have a high-level of coaching mastery?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“In Ukraine, about 7-9 coaches have a top level. These are those who work with athletes who are fighting for the highest achievements in sports. This is elite, and that is around 10%.”

Hong, Coach of the South Korean National Diving Team, added:

“Not many Koreans have an opportunity to practice with good coaches. Most of the high-level coaches are in a national team with their athletes. In both, first and second national teams, exist around ten coaches. Entirely in South Korea is around 30 coaches. So, in percentage, it is around 30% if we consider that ten national team coaches as high-level coaches.”

To the question “What common problems are coaches facing with athletes?” Tamara Tokmachova, Head Coach of the Ukrainian National Diving Team, commented:

“It all depends primarily on the athlete - if the athlete has any problems, then the coach, first of all, faces the same problems (Not following the regime, lack of self-

sacrifice and hard work in training and competitions) is all very individual. Here it is impossible to generalize. Someone has health problems: he could have achieved some good results, but his health does not allow him to do this. Problems with violation of the sports mode also have a place to be. The biggest challenge for the coach is to find a good child, from whom you can raise a great athlete. Unfortunately, this problem has recently aggravated.”

Illia Tselutin, Coach of the Ukrainian Youth Diving Team, added:

“It is a discipline issue. This is a prevalent problem, as well as the permissiveness of athletes when they "caught the star" after even a slight victory in any competitions.”

Hong, Coach of the South Korean National Diving Team, added:

“Communication is critical. It is basically, one of the main things we facing with very often. Essential to have a good connection between triangle "parents – divers/kids – coaches." Sometimes, divers do not understand coaches, and sometimes parents do not allow them to practice or to participate in the competition. There is not that much system to communicate, and this is the most popular problem which usually coaches are facing with among athletes.”

Jun Boim, Coach of the Seoul Youth Diving School, added:

“Many problems exist. In our club, many of divers have a passion for diving - they want to succeed. However, most of the problems are in elementary school age - many of the sometimes merely give up. Moreover, its big point for coaches how to lead divers to another level and keep them to do diving. Another problem - switching from elementary school to middle school. Injury - is another problem and its big question of how to prevent that. If there are no any injuries and it is tough to ask a young diver to perform from 10m tower. Also, middle school teenagers have many issues. For high school students, the main question is - how to go to University. Sometimes it is too complicated to decide between the professional diving team and university admission. Athletes should make a decision.”

To the question “What kind of training and qualification systems does the diving governing body have for elite coaches, to provide sufficient career development opportunities at the elite level?”

Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“There is a system of advanced training (in universities) and a system of seminars, which is also in sports federations, which are held annually, where coaches can improve their skills (both theoretically and practically).”

Illia Tselutin, Coach of the Ukrainian Youth Diving Team, added:

“In particular, educational institutions are trained and advanced some seminars and courses, once in 4 years. It is mandatory to pass to keep at least the same level as a good coach with perspective to go higher on the position in future. The rest depends on the person, and this is a rather individual question.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“The system is not existing in South Korean Diving. However, if she or he has a national team background, he has a priority to coach in the future, if he/she would like to do it.”

Jun Boim, Coach of the Seoul Youth Diving School, added:

“No systematic. This question is mostly answered by Jung Im.”

To the question “Does the diving governing body have a coaching commission to develop young coaches?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“We invite young coaches who have graduated from the university to us to practice, who have the appropriate knowledge and suitable qualifications. This can be both specialists with practical experience of being athletes, and specialists with a narrow focus, which we in the federation lack.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“They have a coaching commission, and if you want to be a coach of an elite team, you need to pass a test. At least you need to have a second level of diving coach license. To take a test, and if you pass, they will give you first level license. Also, we have a school for judges.”

To the question “What kind of benefits do “full-time” coaches receive (with a low athlete to coach ratio) from the diving governing body?” Nina Umanets, Executive Director of Ukrainian Diving Federation, commented:

“We try to maintain and develop them so that the coaches are more experienced, knowledgeable, able to train high-level athletes and show a continually progressive, high athletic result. We have graduations: for example, a children's trainer who teaches children the basics of diving leads the first few years of athletes, and later sends them to other coaches who, from a trained child, make a professional diver.”

Illia Tselutin, Coach of the Ukrainian Youth Diving Team, added:

“There are no such benefits. There are awards for the result and salary. If you work well - the total financial

income will be reasonable and appropriate for the leading coach.”

Jun Jung Im, Ex-chairwomen of the South Korean Diving Department and current Chairwomen of the Judging Committee, added:

“National diving coaches have an annual salary and per diems from National Olympic Committee.”

Jun Boim, Coach of the Seoul Youth Diving School, added:

“It depends on the place where the coach is belonging. This is Seoul diving team, coaches belong to Educational Council, and they are related to this school and provide a foundation to the school. For example, in Gyeonggi province, coaches related to the educational council as well. The primary income they receiving from them. Our diving school is not private - the government built it. It is Seoul case, and it is a different case from many others. If they are going somewhere to compete - all accommodation, per diems and fees supported by funding organization. Except that, there are not any other benefits for coaches.”

In pillar number six, the researcher observed “Coaching provision & coach development” and interviewed top managers, head coaches and regular coaches about coaching mastery, facing problems, coach development, and support.

Among the percentage of high-level coaches, it appears that Ukraine has more coaches, but only 10% of them are working with elite athletes, while in South Korea there are not as many coaches as in Ukraine - this means that a more significant percent of coaches are in the national team and can be considered as a high-level coaches. In the Ukrainian case coaches primarily face issues associated with athletes’ behaviour, while in South Korea exists another problem – misunderstanding between athletes’ parents and coaches in due to the requirements associated with being an elite athlete.

Among qualification systems for elite coaches, to provide sufficient career development, in Ukraine there is a full system of preparation and sustainability for coaches. However, South Korean diving coaches do not have a similar opportunity, and in most cases, previous experience accounts for a lot. Both countries have a diving

commission for developing young coaches. Other benefits, except salary bonuses, do not exist for full-time coaches.

4.2.7. Masters' athletes

Pillar seven "Masters' athletes" deals with issues masters' athletes are facing.

To the question "Are there any Masters competitions in your country and how are they held?" Olga Ivanenko, Ukrainian masters diving athlete, commented:

"No, do not exist and are not held. Some people train by themselves and then participate somewhere in the Masters' events. In Ukraine, such competitions are not held. There was once a European Championship in Kiev city, where anyone could take part - then there was a perfect opportunity for everyone."

Young Soo Hwang, South Korean masters diving athlete, added:

"Sometimes we have an irregular master's competitions depending on the schedule of the year. Usually 2-3 master's events in a year. This year in Busan some tragedy happened - at the diving competition in the open sea, using temporary floating platform, masters' diver broke his neck, and he became

disabled. That situation had a considerable influence on masters diving generally in South Korea, and now there is a big question - will organizing committee keep masters diving competition in the future or not."

To the question: "Is there such a category as "Diving Masters" at the federal or ministry level?" Olga Ivanenko, Ukrainian masters diving athlete, commented:

"No, such a concept is not legally enshrined in Ukrainian diving. Moreover, as a rule, this is a purely commercial start everywhere, and even the general conduct of the Masters on the territory of Ukraine will be of precisely this nature. On the other hand, the Masters at the European Championships and World Championships is held at the official level. However, unfortunately, in Ukraine, there is no such thing officially."

Young Soo Hwang, South Korean masters diving athlete, added:

"We do not have a separate diving organization - means we do not have anyone to represent. Oppositely, we have a disadvantage to practice - it is challenging to be allowed for a practice in the diving pool with another diving athletes. Most of the diving influencers do not

have any vision about masters, but recently some changes will come.”

To the question “As a Masters athlete, can you take part in any competition and if so where?” Olga Ivanenko, Ukrainian masters diving athlete, commented:

“Yes, I can apply and participate if I have a diving program after paying the fee.”

Young Soo Hwang, South Korean masters diving athlete, added:

“Yes, you can, if you are skilled enough. I took participation once or twice in a year. I participate at least one time in a year internationally and every master’s competition in South Korea as well. Sometimes, I invite friends to my hometown pool, and we compete with each other. For TV show I invited as well my friends. I could show the videos on the air. To participate abroad, besides diving skills, you need time, at least ten days, and money as well.”

To the question “How many Masters athletes are there in your country nowadays?” Olga Ivanenko, Ukrainian masters diving athlete, commented:

“Personally, I know only 4-5 people. There is also a permanent member of the Diving Masters around the world from Ukraine - Yevgeny Suprunov. There is also a World Championship participant - Marina Badalyan. After the European Championships in 2012, she went to the World Championships and participated in her age category. Unfortunately, in Ukraine masters are not supported as vehemently as we would like.”

Young Soo Hwang, South Korean masters diving athlete, added:

“Nowadays is around 200 athletes. Moreover, this number increasing all the time. New clubs are opening every year. In 2018, another new club was launched and looks like we will see another few new masters diving clubs shortly. Exist six diving clubs in South Korea now.”

To the question “Does the state or government assist if you want to take part in the Masters' event?” Olga Ivanenko, Ukrainian masters diving athlete, commented:

“No, you can take part in Masters competitions only at your own expense. However, there is an alternative option - to find sponsors, or to apply to the diving federation with a personal request. In this case,

everything is very individual, but such cases have happened in the history of diving among masters' athletes."

Young Soo Hwang, South Korean masters diving athlete, added:

"No, they do not help for any events. However, in my diving career one, very unusual exception, exist In2014 in Montreal Masters Competition, where I was a first-ever Korean to participate internationally, I asked Arena company to sponsor me. Moreover, what do you think? - They provide some equipment for me! That was an extraordinary, super memorable case, and that was first and the last support for masters ever. By the way, In Kazan, I got one silver and two bronze medals - and I was first Korean, who got international masters diving medals as well."

The situation amongst masters' athletes are interesting in both countries: South Korea has more masters' athletes than regular junior and senior divers, while in Ukraine there are only a few masters' athletes, who are regularly diving and/or competing in international competitions. Ukraine has never held any competition, designed specifically for Masters', however in South Korea 3-4 national events

take place annually in different parts of the country. Masters' athletes from both countries do not receive much support from diving's governing bodies.

4.2.8. Sport goals and achievements

In the last pillar "Sports goals and achievements" researcher focus on issues relating to goals in diving, sports accomplishment, and achievements in order to interview regular coaches, and current and retired athletes.

To the question "What is your main goal in this sport? What do you want to achieve in sport?" Illia Tselutin, Coach of the Ukrainian Youth Diving Team, commented:

"The Olympic medal. This will be the highest award. If you show a high or maximum possible result, then financial and social well-being will grow. I think this is the primary motivation for most coaches in our sport."

Maksim Dolgov, current athlete of the Ukrainian National Diving Team, added:

"Since childhood, I had a dream to participate at the Olympic Games and get the rank of Honored Master of

Sports of Ukraine. Now, when I realized it, I had a new goal - the Olympic medal."

Jun Boim, Coach of the Seoul Youth Diving School, added:

"The primary goal would be different on the coaches' decision. The main goal for the junior coaches is to prepare their divers to be able to earn some medals among their age's group competitions. It's explained about the accomplishment. Moreover, generally, many coaches want to become national team coaches. My personal goal, which I want to achieve - to make my children satisfy in this sport without injuries. I love these circumstances, and I want to go to another place."

Woo Haram, current athlete of the South Korean National Diving Team, added:

"Diving is my goal and my dream, and doing diving I want Koreans to know more about this sport and make diving is more developed in South Korea. The Olympic medal, of course, is the primary goal, like that of any athlete setting maximum goals. It will also be perfect to win a medal at the World Championships. Regarding the future World Championships, which will be held next year in Gwangju, my primary goal is to get

the Olympic license. It would also be great to win a medal in my country.”

To the question “Did you ever consider finishing sport and trying something else?” Maksim Dolgov, current athlete of the Ukrainian National Diving Team, commented:

“I would not refuse to work in the Ministry of Sports at the end of my diving career if there would be an exciting job. Just as an option, I will consider the possibility of starting a business for myself closer to the end of my career.”

Woo Haram, current athlete of the South Korean National Diving Team, added:

“I am still very young to think about retirement, but when the time comes, I would like to stay in the diving system, develop diving in South Korea, and also support young athletes.”

To the question “What has sport given you?” Anna Sorokina, retired athlete of the Ukrainian national diving team and current manager of NOC, commented:

“First of all, sport gives a specific psychophysical development of a person. Indeed, an athlete is somewhat different from an ordinary person - he is used to working in the system, in an orderly manner, achieving specific results, moreover, in a short period. This all teaches the sport. The second point - in the sport you can develop yourself faster. In 15-17 years, people cannot become doctors, lawyers, etc., while in sports, especially in diving, in 15-20 years, as a rule, you already have the results, experience, name, and you earn good money. Psychosomatic acquired skills that help move on. The financial factor is also essential - athletes have scholarships, free support, benefits, and so on. All that an ordinary person pays from his pocket, and the athlete gets almost free.”

Maksim Dolgov, current athlete of the Ukrainian National Diving Team, added:

“First of all, sport helped me, in my 22 years, to become a person, energetic, purposeful and self-estimated. Giving regular interviews, I learned how to speak correctly. I am completely independent, strong-willed and determined. Also, all the difficulties helped to develop a strong character. On the other hand, I have already visited many countries, I know how people live

there, I also pulled up my English, and in general became more knowledgeable in life.”

Woo Haram, current athlete of the South Korean National Diving Team, added:

“Sport is my dream, and while I am engaged in high-level diving, I get paid. I entirely have enough to cover living expenses, as well as to save for the future. In South Korea, diving is not very well developed, as there are other, more popular and successful sports, such as football, baseball, etc. The unpopularity of diving is also since we do not bring many medals from competitions, as in other sports.”

Taerang Son, retired athlete of the South Korean National Diving Team, added:

“After athlete gets retired, He should accumulate some achievements and convert it to some "points" thru all international competition which athlete participated: Olympic Games, World Championships, Asian Games - all these competition results going into points and after into money. That is the Korean system, and that is how it works - points only for medals. Back to the days, I got a bronze medal on Asian Games, but only one medal is

not enough to receive any pension. Finally, I did not have any pension or income from my diving career.”

To the question “Has the level of privileges and bonuses increased in recent years?” Anna Sorokina, retired athlete of the Ukrainian national diving team and current manager of NOC, commented:

“Yes, and very significantly. Scholarships have increased significantly. My bronze medal of the Olympic Games in 2000 cost 20 thousand dollars, and today athletes receive more than 70 thousand dollars for the same medal. That is a good motivation from the state, and an element of sponsorship is also developing. There is development, and although perhaps we are somewhat lagging behind the Western European and American sports market, there is also a deterrent factor - this is the law of Ukraine, which does not stimulate the development of sports at the level of the Ministry of Sports of Ukraine.”

Taerang Son, retired athlete of the South Korean National Diving Team, added:

“I participated in the program for the retired athletes - sports rehabilitation. This program is free and did not give to me much as I expected. That is all.”

Development of diving in Ukraine and South Korea is different, but goals and desired achievements are similar. For Ukrainian athletes, it is essential to become wealthy and to achieve the highest possible result in the sport, while South Korean athletes, first of all, want to help to develop diving inside their country.

4.3. Summary of the Results

In research on the comparative study of the development of divers in South Korea and Ukraine, researcher implemented a theoretical framework pillar's-based model to analyse sports policy factors leading to international sporting success. The results of the qualitative data research have pointed out several issues related to the divers' development in South Korea and Ukraine. Among the interview results, a researcher can the following:

- 1) There is no strong governing body overseeing South Korean diving's long-term development, and no solid sponsorship or partnership. However, in Ukraine there is an affiliated diving

federation with powerful top management and strong sponsors/partners;

- 2) In South Korean diving, there are few diving athletes participating at an age group level: and only one or two talented divers leading South Korean diving at a senior level. The Ukrainian team has representation in all diving events and has leading athletes in both junior and senior teams;
- 3) In South Korea is no systematic diving development program to lure young people, and people appear to have the perception that diving is dangerous. The Ukrainian Diving federation has previously held two mega sports events and these competitions positively impacted on diving development in Ukraine;
- 4) The South Korean Diving Department receives only small funding and do not have a progressive development plan. A small number of people have occupied all management positions over a long period of time without any great advancement. It appears that little progress is being made at present. A similar situation exists in Ukraine, but mostly,

people are content as we do not have too many talented personnel to change positions all the time and progress continues.

- 5) In South Korean diving only one or two talented divers are presented with opportunities from their governing body and Junior athletes get very little support. In Ukraine, divers have a similar low-level of support at the initial stages of their diving career, but if they show potential this quickly increases.
- 6) Because almost all young diving athletes in South Korea are very dependent on their parents' support, it is essential that diving is seen as a viable and worthwhile sport. The same problem exists in Ukraine – if a parent doesn't want to keep their child in diving, they will not;
- 7) No great accomplishment at Olympics and World Championships for the South Korean national diving team makes South Korean diving lead to outside for South Korean people, make it more popular and develop this kind of sport in the country. The Ukrainian national diving team has

achieved medals at the Olympics and regularly get medals at the World Championships, making diving as a sport more popular in Ukraine;

- 8) There is little awareness of how important masters' diving competitions are in South Korea, even though the number of masters' athletes is bigger than a number of junior and senior competitive athletes. However, in Ukraine masters' competitions do not exist at all. Ukraine should develop masters' activities more, and maybe the South Korean case could be useful as an example.

Using a theoretical model of analysing sports policy factors leading to international sporting success, the researcher observed the development of divers in South Korea and Ukraine. The researcher also considered the development of diving in general. The results obtained during the study were analysed, and the key points have been outlined above.

Chapter 5. Discussion and Conclusion

5.1. Theoretical and Managerial Implications

This research provided a detailed look at the influence of the divers' development on the different stages of the career. Interviews among the coaches, athletes and head managers, related to the National Federations and the teams of South Korea and Ukraine shows an interesting and unexpectedly different result. The AIMS results indicated that diving related influencers in both countries have a high level of confidence on the field of play and sports identity.

Listed below are the possible solutions that may help to develop diving as a sport generally as well as athletes through all stages of the career:

- The South Korean Swimming Federation should create long-term diving development program and focus more on the popularisation of the sport inside of the country since they already have an excellent sports facility, existing infrastructure, and many diving schools. It would also be very useful to find proper sponsors and partners for long-term cooperation and mutual benefit;

- The popularisation of public diving should increase the interest of South Koreans in particular sport, especially for those, who like water sports and active lifestyle;
- To popularise diving among pupil and youngsters, to change people's perception and attitude about this kind of sport – these points will help to increase diving attendance in future, to fill diving schools and create strong junior and senior diving teams.
- The South Korean Swimming Federation should highlight the upcoming mega sports event in Gwangju – FINA World Championships 2019 – it should be a unique chance to make a first positive step for long-term diving development;
- Definitely, without any support from KOC, KSF etc. it will not be easy to change: funding should increase if the government really wants some positive changes. Another point – to refresh and reorganise positions in Korean Diving's top management;
- Young talented athletes should receive more support in order to pursue the highest results and achievements;

- Highlighting activity occurring in the Master's Diving Program in South Korea could lead to increased popularity and exposure of diving in general. However, Master's Diving is still not receiving sufficient support from the Korean Swimming Federation;
- The FINA World Championships in Gwangju next year could provide a big boost for South Korean Diving and enable it to jump to the next level in its support for elite athletes and masters. Also, the awareness created during an elite-level event might lead to change within diving's governing body – the South Korean Olympic Committee, Korean Swimming Federation etc. – they may realise that diving is an important sport which needs more support and in this way, more people, who will enjoy diving, may attend. Next year Ukraine will host the European Diving Championships 2019 in Kiev city, which will be another positive development for Ukrainian diving.

All possible options and suggestions for improving the situation in the development of diving, according to the researcher's

opinion, can be directly applied and implemented in reality. Of course, without a favorable decision from the Ministry of Sport as well as the Korean Swimming Federation, it is unlikely that any steps can be taken to change the current situation around diving in South Korea. This study gave answers to many questions that challenge and "do not give a rest" to diving enthusiasts as well as to real fans of this beautiful sport. Ukraine should follow South Korea's case among Masters' athletes' development and try to popularize Masters' competitions in Ukraine. This is a method to develop diving in a more comprehensive fashion, involving participants of all levels and ages, and also, helping to create a healthier adult population. Having some involvement in the Ukrainian Diving Federation, the researcher will try to advocate for Masters' diving development in Ukraine and learn from the successful experience of Masters' diving in South Korea.

Of course, culture, mentality, territorial location and many other factors play a huge role in the development of sports and achievement formation, but in general throughout the world today we observe a trend of globalization, starting with household factors and

ending with simplification and implication in high technologies, modern culture and sports as well.

5.2. Limitations and Future Direction

In most cases, the interview associated with this research could not be done in person. This means the researcher was unable to observe non-verbal answers, the reaction and behaviour of the respondent during the interview, as well as to additional questions based on these factors. Not seeing the researcher can also mean participants provide a dishonest response. This may also occur due to the inability of the researcher to control the effects of external interference.

Another problem is the difficulty associated with making direct contact with some South Korean respondents because many of them do not speak English, and the researcher do not understand much Korean. In five of the six cases, the researcher used the help of people who knew both languages and those who are devoted to this research, which provided an opportunity to conduct full and multifaceted interview results of respondents. During the interview, the presence of third parties can occur. Third parties do not have a

clear and direct impact on the participant, but their presence can cause a certain intensity and affect the formulation of the answer. This study cannot be generalised for each diving athlete, as the sample of the study was very narrow, albeit international, including just two countries.

Future research is needed to see progress in changes for a better approach to increasing diving development and creating elite-level athletes. The results might be more accurate and interesting if the same participants were researched throughout their entire sports career – same gender, age, level etc. In this case, a researcher could make more in-depth and more detailed analysis of the divers' development in South Korea and Ukraine, which will provide more detailed data to see which development strategies are most useful to create a proper long-term diving development plan and athlete's development in each period of an athlete's career.

5.3. Conclusion

In this thesis, the researcher conducted a comparison study between the development of diving in South Korea and Ukraine. Using the theoretical Framework Pillar's-based model, twelve

participants from South Korea and Ukraine were interviewed about eight significant factors of success sports development and divers development in particular. The results were analysed and discussed, and possible suggestions and solutions for implementation were provided.

In conclusion, this study was in-depth in this particular sport. All these conclusions and suggestions, of course, are most relevant for diving in South Korea and Ukraine in particular.

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Appendix A: Questionnaire

Pillar 1 (financial support)

1.1. What kind of financial support programmes exist for athletes, among Lifestyle support, funding, grants and sponsorship, financial independence?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

1.2. How is big financial support for training clubs and personnel financial support for National Governing Bodies (federations)?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

Pillar 2 (integrated approach to policy development)

2.1. Is diving is a priority sport among Olympic Sports in your Country?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

2.2. How effective is cooperation and support between the Ministry of Sports, NOC and NGB?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

Pillar 3 (sport participation) (스포츠 참여)

3.1. What level of recognition does diving have as a physical educational sport in sports schools?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

3.2. What is the level of accessibility to diving participation in the country?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

3.3. What is the general age of entry into diving?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

3.4. What is the quality of the diving management system in sports departments?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

3.5. What is the club structure in diving sports clubs?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

3.6. Is there special attention for young talent at the club/ sport department level?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

Pillar 4 (talent identification and development system)

Talent identification:

4.1. What criteria exist for the selection of early diving talent spotting through schools?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

WHO SHOULD ANSWER: TEAM COACH

4.2. What kind of systems do diving coaches use for statistical identification and monitoring of the progress of talented and elite athletes?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

WHO SHOULD ANSWER: TEAM COACH

Talent development:

4.3. What kind of training opportunities do high-level athletes have?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

4.4. What system does the diving governing body have for training camps?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

4.5. What system does the diving governing body have for the long-term athletes' development from childhood to adulthood?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

4.6. What kind of multidimensional support of young athletes exists in the diving governing body?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

Pillar 5 (Athletic and post-career support)

Lifestyle, financial support of athletes:

5.1. What kind of financial support and protection is provided to national team athletes?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

5.2. What amount of financial support do divers receive by level and age? What is a criterion for rewards?

WHO SHOULD ANSWER: NATIONAL TEAM ATHLETE

WHO SHOULD ANSWER: RETIRED ATHLETE

5.3. Which medical, exercise physiological, social psychological, nutrition and media training do athletes receive?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

WHO SHOULD ANSWER: RETIRED ATHLETE

5.4. How does the diving governing body influence athletes' lifestyle, time management and career development?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

WHO SHOULD ANSWER: RETIRED ATHLETE

5.5. What kind of assistance does the diving governing body provides for athletes in preparation for life after sport?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

WHO SHOULD ANSWER: RETIRED ATHLETE

Training opportunities:

5.6. What opportunities exist for intense fulltime training (working/studying) for national team athletes?

WHO SHOULD ANSWER: NATIONAL TEAM ATHLETE

WHO SHOULD ANSWER: RETIRED ATHLETE

5.7. How often are national team athletes participating in sufficient training camps?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

5.8. Are diving talents provided with easy access to college admission?

WHO SHOULD ANSWER: NATIONAL TEAM ATHLETE

WHO SHOULD ANSWER: RETIRED ATHLETE

5.9. What kind of specialized training systems and training methods, long-term and the application of optimal training loads does the head coach have? (principles of periodization, interval training, endurance training etc.)

WHO SHOULD ANSWER: NATIONAL HEAD COACH

Pillar 6 (Coaching provision & coach development)

6.1. How many coaches (in % correlation) have a high-level of coaching mastery?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

6.2. What common problems are coaches facing with athletes?

WHO SHOULD ANSWER: NATIONAL HEAD COACH

WHO SHOULD ANSWER: TEAM COACH

6.3. What kind of training and qualification systems does the diving governing body have for elite coaches, to provide sufficient career development opportunities at the elite level?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

WHO SHOULD ANSWER: TEAM COACH

6.4. Does the diving governing body have a coaching commission to develop young coaches?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

6.5. What kind of benefits do “full-time” coaches receive (with a low athlete to coach ratio) from the diving governing body?

WHO SHOULD ANSWER: EXECUTIVE DIRECTOR OF
FEDERATION

WHO SHOULD ANSWER: TEAM COACH

Pillar 7 (Masters' athletes)

7.1. Are there any Masters competitions in your country and how are they held?

WHO SHOULD ANSWER: MASTERS DIVING ATHLETE

7.2. Is there such a category as “Diving Masters” at the federal or ministry level?

WHO SHOULD ANSWER: MASTERS DIVING ATHLETE

7.3. As a Masters athlete, can you take part in any competition and if so where?

WHO SHOULD ANSWER: MASTERS DIVING ATHLETE

7.4. How many Masters athletes are in your country nowadays?

WHO SHOULD ANSWER: MASTERS DIVING ATHLETE

7.5. Does the state or government assist if you want to take part in the Masters' event?

WHO SHOULD ANSWER: MASTERS DIVING ATHLETE

Pillar 8 (Sport goals and achievements)

8.1. What is your main goal in this sport? What do you want to achieve in sport?

WHO SHOULD ANSWER: TEAM COACH

WHO SHOULD ANSWER: NATIONAL TEAM ATHLETE

8.2. Did you ever consider finishing sport and trying something else?

WHO SHOULD ANSWER: NATIONAL TEAM ATHLETE

8.3. What has sport given you?

WHO SHOULD ANSWER: NATIONAL TEAM ATHLETE

WHO SHOULD ANSWER: RETIRED ATHLETE

8.4. Has the level of privileges and bonuses increased in recent years?

WHO SHOULD ANSWER: RETIRED ATHLETE

국 문 초 록

잠수부 개발에 관한 비교 연구

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주요어 : 다이빙, дай버 개발, 한국 다이빙, 우크라이나 다이빙

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